

8-7-2011

## Resist Steering Committee Meeting, Aug. 7, 2011

Resist

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**RESIST Board Meeting**  
**Minutes**  
**8.7.11**

**Present:** Jim, Jen B., Marc, Warren, Miabi, Becca, Ravi, Yafreisy, Robin, Nick (office intern)

**1. Minutes of June 2011 Board meeting approved.**

**2. Finance Committee Proposal:**

Given the success of recent fundraising efforts and in trying to stay true to RESIST's goal of increasing program expenditures, the Finance Committee proposes that RESIST increase the general support grants budget from \$303,000 to \$320,000- an additional \$17,000.

*Passed unanimously.*

**3. Review/Reflect/Evaluate grantmaking**

Becca-good conversation, but respectful. Some contentious grants, but we were able to pull through. Never felt like she was losing, even with the ones that received a decision she differed from.

Marc-needs conversations around issues he used to know more about like the prison movement. Thinks that briefings of some sort would be good.

Becca, thinks that a good way to go about it is to have the grants committee pick the most contentious grants and prepare briefings on them to present at upcoming board meetings.

Another suggestion is to have references available to the board. While there is no way to have all the notes and such available to the board, we can create an excel file that board members can reach on our website.

Warren wondered whether the times that folks don't know a group, is it because we're perhaps not reaching newer folks.

Robin thinks that one way to ensure that board members see the wide reach Resist has is to do regional presentation about who the players in that region are and their history, and when it's a new reference.

Miabi-nice to have small groups-small discussion. There was more discussion about diversity chart and making sure that groups are including critical constituencies that are part of the group. Have grant comm.. look at the language on the diversity chart.

**4. Committee Reports:**

***Finance Committee:***

Big Picture:

The Finance Committee looked at the past 6 months and saw that our projections were accurate. We're doing really well. Our actual loss is less than our expected loss for this time. Finance Committee is very encouraged by these numbers.

Reminder that committees needed to turn in their 3-year financial plan.  
No questions at this moment.



### ***Executive Committee:***

Passed around the Communications Committee 6-month work plan as an example. By October, there should be a one page list of priorities from Committees and attached their 3-year financial. The budget process is already under way so the first year might not look to new plans. But the second and third year is a real opportunity for committees to dream about what they want to accomplish.

The Executive Committee opened a discussion about having or not political discussions. The board decided to leave the political discussions in place, since the grant comm. has prepared for the fall a slate of discussions.

### ***Communication Committee:***

On hiatus until new person is hired. Carol and Marc met very briefly. The Committee wanted to know if a staff person should join the committee until someone is hired. Robin agreed to join the Committee since she's working on the Sept. /Oct. issue.

Robin solicited three full articles and a side bar. One of the articles is covering the rolling effects of Wisconsin. 9-5 is writing a national scope article. Other authors, Diane Farsetta from Wisconsin Network for Peace and Justice and Gary Sandusky, Center for Community Change, based in Idaho.

### ***Development Committee:***

Jean Entine and Ravi are getting together about bequests. Ravi is working on a major donor campaign. Ravi asked the board for help on a fall campaign to help recover 24 lapsed donors. Jen Bonardi will help Ravi. Jen B talked about her last movie fundraiser which raised about \$500 and 2 people became pledges. She held it at Democracy Center.

We got some pledge donors. Jen was able to connect us to Robbi from SoJust and they will hold an event in November that Ravi and Yafreisy will attend.

### ***Personnel Committee:***

Needs someone else on the Board to do staff evaluations in the fall.

### ***Hiring Committee:***

We have received about 70 applicants so far. Have interviewed some folks, will be interviewing more. We might need to hire someone before the next board mtg. can we do it by email. The hiring Comm. will invite folks to second interview.

### ***Grants Committee:***

Met and put together an initial work plan to be tightened in the fall. Western States Center has invited RESIST to present at their next gathering. Greg has joined this committee.

### ***R&R:***

Passed an updated list of recruitment efforts, Lina Paredes is getting back to Cynthia. Yafreisy will be calling other potential recruits. Greg and Nelson come on in October.

Meeting Adjourned.



# August 2011 Grant Decisions

## Multi-Year Grants

### Renewals

**1. BAY-Peace: Better Alternatives for Youth** **\$4,000**

6422 Irwin Court, Oakland, CA 94609 Susan Quinlan 510/863-1737 [www.baypeace.org](http://www.baypeace.org)  
to empower youth to resist aggressive military recruiting.

Decision: Full

**2. NARAL Pro-Choice South Dakota** **\$4,000**

401 East 8th Street, #330G, Sioux Falls, SD 57103 Alisha Sedor 605/334-5065 [www.prochoicesd.org](http://www.prochoicesd.org)  
to improve access to reproductive services for all women in South Dakota.

Decision: Full

**3. The Interfaith Alliance of Idaho** **\$4,000**

P.O. Box 15893, Boise, ID 83715 Pam Baldwin 208/331-7028 [www.tiaidaho.org](http://www.tiaidaho.org)  
to work in faith-based communities examining the interrelations between racism, classism, sexism, and heterosexism in Idaho.

Decision: Full

### New

**4. Arise for Social Justice** **\$4,000**

P.O. Box 5423, Springfield, MA 01101 Michaelann Bewsee 413/734-4948 <http://ariseforsocialjustice.blogspot.com>  
for an economic justice organization run by and for low-income people.

Decision: Full/MY

#### Comments:

Have received consistent full grants. Solid activists in the community. Are able to articulate their visions- but no clear specifics or timelines for implementation. Unclear if they may be stretched too thin. While are working in response to the tornado- it is part of the framing of their on-going work on housing issues. Have increased their diversity- which was raised in past Board decisions. Even though they are receiving a multi-year grant- it will be important to keep the conversation going forward regarding plans and timelines.

## General Support Grants

### Central, Latin America and the Caribbean

**5. Portland Central America Solidarity Committee (PCASC)** **\$2,500**

2249 E. Burnside Street, Portland, OR 97214 Brenda Salas Neves 503/236-7916 [www.pcasc.net](http://www.pcasc.net)  
to mobilize workers and students in the fight for human rights and social justice in Latin America and in Oregon.

Decision: Partial

#### Comments:

They have a long history of RESIST support. Formerly they were primarily a white ally group. They have moved beyond that. Their Secure Communities work is done in Spanish. They have shifted their role from Central American solidarity to looking at immigrant rights issues and immigration reform. Could use some help with fundraising skills.



## Community Organizing/Anti-Racism

### 6. Activist Training Institute

\$2,000

888 Washington Street, #102, Boston, MA 02111-1446 Laurence Louie 617/426-5313 [www.aarw.org/ati](http://www.aarw.org/ati)  
to train Asian Pacific American youth to build capacity for social justice and build Asian American activism as part of a movement for social justice.

Decision: Partial/Yes And Letter

Comments:

Last time they were funded- were a great resource- but not doing direct organizing. Are a key filter organization for bringing new activists into CPA and AARW. However, this is not work that Chinese Progressive Association or AARW can take on as part of their own programming. Have a tiny budget. Have great success involving graduates. Are building new leaders even though not doing direct organizing. Unclear if just working with middle class/elite API youth or youth from more marginalized communities given how bifurcated the API community is in tem of class. Need more information regarding demographics of youth involved.

### 7. Atlanta Public Sector Alliance

542 Moreland Avenue SE, Atlanta, GA 30316 Terence Courtney 404/401-8817 [www.atlantapublicsectoralliance.org](http://www.atlantapublicsectoralliance.org)  
to advocate for workers rights, healthcare, education and transit access.

Decision: No

Comments:

The fact that other people who are fairly well-connected in Atlanta have not heard of them is an issue. Negative reference is hard to overcome without more information. Encourage them to come back in the future.

### 8. Communities United

2524 N. Charles St. #309, Baltimore, MD 21218 Steve Dooley 443/955-3101 [www.facebook.com/communitiesunited](http://www.facebook.com/communitiesunited)  
to support low and moderate income people organizing on a broad range of issues.

Decision: No

Comments:

Very ambitious agenda. Claim to be doing significant work in both Baltimore and Washington, DC. Two very different communities. Came out of ACORN so may have some capacity. Applied for CCHD money and state directly that they do not work on lgbtq or reproductive justice issues. No real budget. No one involved between the ages of 21 and 65. In budget, membership dues they claim to have received are fairly high for a low-income constituency. Encourage to come back with a better application.

### 9. Kentucky Alliance Against Racist and Political Repression

3208 West Broadway, Louisville, KY 40211 K.A. Owens 502-778-8130 [www.louisvillepeace.org/kyalliance.html](http://www.louisvillepeace.org/kyalliance.html)  
to bring together racially diverse communities to take specific and visible actions against racist policies and practices.

Decision: No

Comments:

No political positions. No information to speak to how work will be done. Very sparse application. Encourage them to come back with a more detailed application.



**10. Missouri Immigrant and Refugee Advocates**

**\$4,000**

2725 Clifton Avenue, St. Louis, MO 63139 Vanessa Crawford

314/644-0466

www.mira-mo.org

to organize and advocate for the basic rights of all immigrants.

Decision: Full

Comments:

Well thought out program and timeline. Strong references. Not just work around anti-immigrant campaigns, but broader visioning in a "Welcome to Missouri" campaign.

**11. Nashville Homeless Power Project**

**\$1,000**

1215 9th Ave North, Suite #212, Nashville, TN 37208 Brian Zralek 615/636-7197 www.homelesspower.org

to organize current and formerly homeless people and their allies to eradicate homelessness and poverty in Nashville.

Decision: Partial

Comments:

No significant analysis and positions in number 11. No information in regards to how they work with vets, ex-cons, youth or lgbtq people- all at risk for homelessness or poverty. Board raised this issue last time they were funded. A lot of service and education work. New director. Poor reference from a founder. Give a small grant and see if they survive through the transition.

**12. Voz Hispana Cauza Cesar Chavez**

**\$4,000**

300 Young Street, Woodburn, OR 97071

Elisa Andrade

503/982-0243

www.pcun.org

to advance local Latino political power and advocate for more responsiveness in the Woodburn Public Schools.

Decision: Full/ *Hell Yes!*

Comments:

Mostly Oaxacan immigrant community. A very conservative community traditionally. Approach they take is appropriate as a way of organizing and radicalizing the community. Great references. Part of the PCUN network in Woodburn.

**13. Worcester Homeless Action Committee**

301 Pleasant Street, Worcester, MA 01609 Dave McMahon 508/754-7793 www.greaterworcesterhomeless.org

to increase city-wide awareness about, and a response to, the critical condition of homeless people in Worcester.

Decision: No

Comments:

Poor references. Do not seem progressive any longer. Not involved in any meaningful way in coalition work in Worcester. Own reference did not support them.

## **Environmental Justice**

**14. Delco Alliance for Environmental Justice**

1434 Elbridge Street, Philadelphia, PA 19149

Desire Grover

215/743-4884

www.ejnet.org

to oppose existing and proposed pollution producing facilities in and around the city of Chester, Pennsylvania and through-out the Delaware County.

Decision: Defer / References

Comments:

1/3 of work is opposition to fluoridated water. May have a good framework, but appear to have little activity. Mostly education, although toxic tours are promising. Need more references.



## Health/AIDS/Disability Rights

### 15. Freedom Center

\$2,000

P.O. Box 623, Northampton, MA 01061 Lee Hurter 877/677-6424 [www.freedom-center.org](http://www.freedom-center.org)  
to unite people with severe mental illness to organize against psychiatric abuse and oppression and to promote alternatives to mainstream care.

Decision: Partial

Comments:

Not clear if there is more than service. Historically they have used service as a route to organizing. Now in transition from long-term leadership by founders. No real information regarding the protests and rallies they are a part of. Do make links between low-income people and communities of color. May be a moment to provide some support.

### 16. NARAL Pro-Choice Wisconsin

\$4,000

122 State Street Ste #308, Madison, WI 53703 Lisa Subeck 608/287-0016 [www.prochoicewisconsin.org](http://www.prochoicewisconsin.org)  
to ensure that women have the right to a full range of reproductive choices.

Decision: Full

Comments:

A NARAL affiliate that is moving towards a reproductive justice model. Their work has changed as a result of their collaborations in African American communities. Truly difficult time in Wisconsin for reproductive rights. Under attack as part of the huge conservative power swing in state.

## Labor and Employment Rights

### 17. Centro Comunitario de Trabajadores

31 Delano Street, New Bedford, MA 02744 Adrian Ventura 774/961-8283 [cctnbm@hotmail.com](mailto:cctnbm@hotmail.com)  
to develop the leadership of Central Americans and other Latino workers in order to advance their human rights.

Decision: Withdrew Proposal

Comments:

Chose to apply for CCHD money instead.

### 18. Filipino Migrant Center

404 E. Carson Street, Carson, CA 90745 Tony Dorono 310/421-8362 [fmcsc09@gmail.com](mailto:fmcsc09@gmail.com)  
to educate, organize and mobilize low-income Filipinos in Southern California to fight for better working conditions, benefits, and a living wage.

Decision: No

Comments:

No one seems to know them. Budget numbers do not seem real. Filipino workers are often invisible- need support a worker center could provide. Encourage them to come back with a better proposal and different references.

### 19. Massachusetts Committee for Interfaith Worker Justice

Defer

145 Tremont Street, #202, Boston, MA 02111 Daryl Bridges 617/840-5860 [www.massinterfaith.org](http://www.massinterfaith.org)  
to empower labor, workers and faith-based community members to fight for fair wages, health benefits and job security.

Decision: Defer / References

Comments:

Need more references. Ask Lew Finfer. Board is all white. Do not seem to be more than a Judeo-Christian interfaith group. Given location in Boston, this is surprising.



## Middle East

### 20. Al-Awda New York

145 Kane Street, Brooklyn, NY 11231-3014 Jean Hurkin-Torres 718/228-8636 [www.al-awdany.org](http://www.al-awdany.org)  
to empower Palestinian and Arab immigrant communities to organize for human and legal rights, including the Palestinian right to return.

Decision: Defer / References

Comments:

Work in US seems to be either doing a survey or coalition work. Not clear that they work well in coalition. References are diametrically opposed- one strong support; one very negative. Seem willing to support violent resistance. Defer for more references.

## Native American/Native Peoples Rights

### 21. Secwepemc Nation Youth Network

\$2,000

P.O. Box 4569, Arcata, CA 95518 Kanahus Paltki 707/825-7640 [snyouthnaetwork@hotmail.com](mailto:snyouthnaetwork@hotmail.com)  
to unite Indigenous People to defend their Lands, Waters, Peoples and Way of Life.

Decision: Partial

Comments:

Need to go beyond rhetoric in application. Need to diversify funding- beyond foundation support.

## Peace/Anti-Militarism

### 22. GI Voice

\$4,000

15109 Union Avenue SW, Lakewood, WA 98498 Jorge Gonzalez 253/581-1565 [www.coffeestrong.com](http://www.coffeestrong.com)  
to create a safe space for service-members, military families and veterans to discuss the hardships of military life, including command abuse, PTSD, sexual trauma, deployment, and GI rights.

Decision: Full / Hell Yes!

Comments:

Have a strong base of support from individuals- raised over \$40,000. Strong work.

### 23. Manhattan Alliance for Peace and Justice

\$2,000

P.O. Box 1561, Manhattan, KS 66505 Anne Cowan 785/537-2025 [www.mapj.org](http://www.mapj.org)  
for a broad based social justice organization that links peace and economic justice issues.

Decision: Partial

Comments:

They are the only ones doing this kind of work in the area.

### 24. Peaceful Vocations

\$2,000

P.O. Box 12282, Fort Worth, TX 76110 Diane Wood 817/800-4249 [www.peacefulvocations.org](http://www.peacefulvocations.org)  
to provide a counter-balance to the military's significant presence in the North Texas public schools and community.

Decision: Partial

Comments:

Are able to get into the schools.



## Prisoners Rights

### 25. Critical Resistance - New Orleans

\$4,000

930 N. Broad Street, New Orleans, LA 70119

504/304-3784

[www.criticalresistance.org](http://www.criticalresistance.org)

to challenge the Prison Industrial Complex and work to build communities that believe in securing basic needs, promoting self-determination, and reducing harm.

Decision: Full

Comments:

After Hurricane Katrina members were scattered and they had to re-build the organization. All volunteer run. As a result, at this time their capacity is limited.

### 26. Fight for Lifers - West

\$2,000

P.O. Box 4683, Pittsburgh, PA 15206

Donna Hill

412/361-3022

<http://fightforliferswest.mysite.com>

to advocate for more humane and effective laws for prisoners serving life sentences in Pennsylvania.

Decision: Partial

Comments:

Are very grassroots. People involved are directly affected.

### 27. Out for Justice

\$2,000

2505 North Charles Street, Baltimore, MD 21218

Cirina Selden

410/889-5072

[www.out4justice.org](http://www.out4justice.org)

to reform the institutional barriers that exist for successful reentry of ex-prisoners.

Decision: Full \_\_\_\_\_ Partial \_\_\_\_\_ No \_\_\_\_\_ Undecided \_\_\_\_\_ Defer \_\_\_\_\_

Comments:

Are getting lots of CCHD and Open Society Institute money to start up. Budget is confusing. Take a chance and see where they go.

### 28. Prison Activist Resource Center

Defer

387 17th Street, #208, Oakland, CA 94612

Penny Schoner

510/893-4648

[www.prisonactivist.org](http://www.prisonactivist.org)

to expose and challenge the institutionalized oppressions in the prison industrial complex.

Decision: Defer / References and Diversity Chart

Comments:

No diversity chart. Strong application and one reference. Need more local references and the diversity chart.

## Women's Rights

### 29. Women Encouraging Empowerment (WEE)

Defer

349 Broadway, #100, Revere, MA 02151

Fatou D. Fatty

781/284-4251

[fatou61@yahoo.com](mailto:fatou61@yahoo.com)

to empower women in their local communities to become lead organizers for social change.

Decision: Defer / Information

Comments:

Budget is very ambitious for a new organization. Why do they think they will get \$81,000 in foundation grants? Why did Hyams say "no?" Need to know how they are different from Cooperative Economics for Women and how they are building on that experience.



## Youth

### 30. The STAY Project (Stay Together Appalachian Youth!)

**\$4,000**

91 Madison Avenue, Whitesburg, KY 41858    Ada Smith    606/633-0108  
to train youth leaders to organize in their communities around basic human rights.

thestayproject.org

Decision:            Full / *Hell Yes!*

Comments:

Strong youth activism coming out of rural Appalachia.

## Technical Assistance Grants

### 31. The Interfaith Alliance of Idaho

**\$500**

P.O. Box 15893, Boise, ID 83715    Pam Baldwin    208/331-7028    www.tiaidaho.org  
for a technical assistance grant to enable three members to attend the annual organizer's boot camp run by Western States Center.

Decision:            Full

## Emergency Grants

### 32. Arise for Social Justice

**\$500**

P.O. Box 5423, Springfield, MA 01101 Michaelann Bewsee 413/734-4948 <http://ariseforsocialjustice.blogspot.com>  
emergency funding to organize a rent freeze, a moratorium on foreclosures and the opening of foreclosed homes for rent in response to the impact of the recent tornado.

Decision:            Full

### 33. Jobs with Justice - Kentucky

**\$500**

1800 West Muhammad Ali Blvd., #2E, Louisville, KY 40203 Attica Scott 502/582-5454 [www.kyjjw.org](http://www.kyjjw.org)  
for emergency funding to share organizing strategies with a coalition of organizations trying to defeat the newly passed anti-immigrant legislation in Georgia.

Decision:            Full

<b>Total Number of Grants:</b>	26 general support grants; 4 multi-year grants; 1 TA grant; 2 emergency grants; 12 not on agenda
<b>Total Amount Requested:</b>	\$121,500
<b>Total Allocation for Cycle:</b>	\$57,000 (\$51,500 + additional \$5,500 of \$17,000 added by Board to annual budget)
<b>Total Grants:</b>	\$41,500 general support grants; \$16,000 multi-year grants; \$500 TA grants; \$1,000 emergency grants
<b>Total Allocated:</b>	\$59,000
<b>Total # of Grants Allocated:</b>	15 general support grants; 4 multi-year grants; 1 TA grant; 2 emergency grants
<b>Total # of Grants:</b>	22

**Deferred:**            Al-Awda New York, Delco Alliance for Environmental Justice, Massachusetts Committee for  
Interfaith Worker Justice, Prison Activist Resource Center, Women Encouraging Empowerment

**Hell Yes! Grants:**    GI Voice, The STAY Project, Voz Hispana Causa Cesar Chavez



## August 2011

### Not on the Agenda

#### 1. Board of Trustees of the Town of Atrisco Grant

3408 Calle Facio NW, Albuquerque, NM 87104 Jerome Padilla 505/385-1788 [www.atriscolandgrant.com](http://www.atriscolandgrant.com)  
to reconstitute the Atrisco land grant by establishing an organizational infrastructure and organizing the 20,000 Atrisco heirs.

*Reasons:* Only five members. Is a political entity. Not eligible for RESIST funding.

#### 2. Change Links

P.O. Box 9682, North Hollywood, CA 91609-1682 John Johnson 818/782-1412 <http://change-links.org>  
to publish a progressive newspaper and calendar for the Greater Los Angeles area.

*Reasons:* One sentence answers to all questions on application. No details. Did not answer diversity questions. Question 11 answer = "all of the above." Question 12: "that's what we do." Diversity grid does not add up.

#### 3. Charis Circle

1189 Euclid Avenue, Atlanta, GA 30307 Angela Brown 404/524-0304 [www.chariscircle.org](http://www.chariscircle.org)  
to build and support the movement for social justice by fostering sustainable feminist communities.

*Reasons:* While creating a space, particularly in communities of color, they are not really engaged in direct action or organizing. The Progress Report for 2010 shows merely a list of discussions they have had around a range of topics.

#### 4. Fellowship of Reconciliation - Western Washington

225 N 70th Street, Seattle, WA 98103 Ellen Finkelstein 206/789-5565 [wwfor@wwfor.org](mailto:wwfor@wwfor.org) [www.wwfor.org](http://www.wwfor.org)  
to replace violence, war, racism and economic injustice with nonviolence, equality, peace and justice.

*Reasons:* Did not specifically answer #11. Mostly listed collaborations. Almost all white and located in Seattle.

#### 5. Fertile Ground

P.O. Box 1122, Bellingham, WA 98227 Thoren Rogers 360/220-4932 [www.fertileground1.ning.com](http://www.fertileground1.ning.com)  
to use educational tactics to promote a worldwide culture of opposition to challenge the power structures that perpetuate domination over human populations and the natural world.

*Reasons:* Seems to be just a Speakers Bureau. No organizing. Only four people.

#### 6. Harriet Tubman Democratic High School

59 Elizabeth Street, Albany, NY 12202 Elizabeth Carivan 518/320-8330 [www.tubmanschool.org](http://www.tubmanschool.org)  
for an independent, alternative high school providing "democratic" education to grades 9-12.

*Reasons:* Missing last year's financials and references. No organizing.

#### 7. Hispanic Black Gay Coalition

PO Box 12078, Boston, MA 02112 Corey Yarbrough 617/417-5779 [www.hbgc-boston.org](http://www.hbgc-boston.org)  
to empowering Black and Hispanic/Latino lgbtq people to organize to improve their livelihood through activism, education, outreach and counseling.

*Reasons:* Primarily service and faith-based. Very event heavy.

#### 8. Innocence Matters

879 W. 190th Street, #400, Gardena, CA 90248 Deirdre O'Connor 310/217-4010 [www.innocencematters.us](http://www.innocencematters.us)  
to prevent the wrongful conviction of low-income criminal defendants.

*Reasons:* Legal services project. Internship program for law students. No organizing. Board is almost all white.

#### 9. Massachusetts Global Action/ encuentro 5

33 Harrison Avenue, 5th Flr., Boston, MA 02111 Alisa LaSotnik 617/482-6300 [www.encuentro5.org](http://www.encuentro5.org)  
For a community center that provides office space and event space for area organizations and coalitions.

*Reasons:* No organizing. Similar issues to previous grant applications.



**10. National Coalition to Protect Civil Freedoms Foundation**

5019-B Backlick Road, Annandale, VA 22003 Ashraf Nubani 855/248-3733 [www.civilfreedom.org](http://www.civilfreedom.org)

to educate the public about the erosion of civil and political freedom.

*Reasons:* Not really organizing, seems to be doing direct service. Numbers on budget don't add up. Have one set of income figures and then on a separate sheet state that they want to raise more. References seem to be "personal" references and not "organizational" ones.

**11. Washington Peace Center**

P.O. Box 50032, Washington, DC 20091 Sonia Silbert 202/234-2000 [www.washingtonpeacecenter.org](http://www.washingtonpeacecenter.org)

to provide education, resources, and action for peace and justice in the Washington, DC area.

*Reasons:* Very small number of people involved for age of organization. Still mostly white, although slightly more diverse than in past. No significant growth from stagnant periods.

**12. Young Workers United**

P.O. Box 420963, San Francisco, CA 94142-0963 Tiffany Crain 415/621-4155

[www.youngworkersunited.org](http://www.youngworkersunited.org)

for a Worker Center dedicated to improving the lives of young and immigrant restaurant workers in San Francisco.

*Reasons:* Formerly the Young Workers Project. Their program goals do not seem realistic. Trying to do most of their work through legislation. No references given from organizing colleagues. Budget is almost \$150,000. Income is projected at \$152,000.



## **PRIORITIES FOR RESIST COMMUNICATIONS WORK**

May-October 2011

*Minutes from May 2, 2011 Communication Committee Meeting*

### **1. Coordinate with Ravi and Nancy Greenhouse (RESIST's direct mail fundraising consultant) about all RESIST communication with donors**

#### **GOALS:**

- Streamline RESIST's messaging so that we'll have more impact on donors.
- Facilitate better internal communication.

#### **METHODS:**

- Work with Ravi to create year-long calendar that contains all donor communication, paper and online
- Meet once/month with Ravi to coordinate messaging and share ideas

### **2. Increase our number of followers/friends/subscribers.**

#### **GOALS:**

- Grow the organization as a whole.
- Gain more visibility for RESIST.
- Increase donations by cultivating a broader donor base and creating more avenues for donors to establish connections with RESIST and our grantees.

#### **METHODS:**

- Send two emails per month
- Post 4 original (not just reposted) Facebook status updates per week
- Post 4 original Tweets per week, plus 2 retweets

### **3. Share more of our grantee stories**

#### **GOALS:**

- Make storytelling a regular part of our work.
- Get donors more excited about work of RESIST.
- Raise more money.

#### **METHODS:**

- At least one email update/month will focus on grantee stories
- Submit one *Newsletter* article or original piece/month to an outside publishing source like Common Dreams or AlterNet, blogs, comments, etc.
- Work with Paul Venuti, our website support person, to create an area on our website for grantee stories

### **4. Involve the Board more in communications work**

#### **GOALS:**

- Expand and strengthen our reach and voice.



# RESIST Finance Narrative

## January 1, 2011, to June 30, 2011

*Accompanies Statement of Net Assets and Statement of Activities*

### BIG PICTURE

Our *net income* (income less expenses) for January 1, 2011, through June 30, 2011, was a *loss* of about **\$130,070**. RESIST's net income generally shows a loss during the first three quarters of each year. This is due to the fact that the majority of revenue is received in November and December while expenses are incurred through out the year. In our annual budget for this time period, we expected to have a net loss of **\$213,508** - which means that we are **\$83,438** ahead of where we expected to be at this time.

*Income* is higher than expected by **\$88,228**. *Expenses* are approximately **\$4,790** more than anticipated. This means we have a difference of approximately **\$83,438** between where we expected to be at this time and where we actually are.

### STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$817,067. This is about **\$369,754** more than we had at this time in 2010. The increase in assets is primarily due to: 1) the receipt of \$250,000 from the Estate of Ed Baker; and 2) the receipt of approximately \$123,000 from the Estate of Marianne Wells. *See attached spreadsheet for asset allocation and Board designated restrictions.*

### STATEMENT OF NET ACTIVITIES (ITEM B)

#### **Revenue:**

Revenue is about **\$88,228** higher than budgeted: \$314,826 actual vs. \$226,598 in the budget.

#### Gifts and Pledges: **\$86,345** higher than budgeted

- *Internal mailing* contributions are approximately **\$33,054** more than budgeted. Income from the pledge program is **\$9,357** lower than expected. There are five pledge donors who have not yet given this year (~\$6,000); and two misclassified pledge donors from 2010 which boosted expectations (\$2,500). This accounts for the bulk of the discrepancy. Appeals to current donors are **\$41,636** more than expected. Revenue from the *Newsletter* is **\$775** more than expected.
- *Prospect mailing* contributions are **\$4,116** over budget. Even though the spring mailing dropped in March, returns are still coming in.
- *Special Contributions* are **\$49,175** higher than budgeted.

*Board Fundraising* is **\$561** more than budgeted due to the efforts of Melissa, Ragini, and Jen B.

*Unsolicited Gifts* (donations under \$500) were **\$2,266** less than expected.

*Major Donor* gifts exceeded budget expectations by **\$16,800**. Just a reminder that there has been a change in classification of donations over \$500. A significant number of current Major Donor donations were previously categorized as Internal Mailing or Unsolicited gifts.



Two *Foundation Gifts* were received from the Bardon-Cole Foundation. A \$20,000 gift appears to be a combined 2010 and 2011 donation. A second gift of \$10,000 was also received.

An expected *Bequest* of \$5,000 from the Estate of Leo Hurvich was also received.

Bottom Line: Gifts and Pledges are performing quite well.

Investment Income: **\$4,382** higher than budgeted

- *Interest and dividends* are **\$925** lower than budgeted.
- *Realized gains or losses* on the sale of investments are a gain of **\$3,391** over budget.
- *Unrealized gains or losses* on investments are a gain of **\$1,916** over budget.

Bottom Line: The receipt of approximately \$370,000 in bequests has impacted the total sum of investments that are generating interest and dividends. It has also has an impact on the unrealized gains/losses as RESIST has more spread to absorb temporary market shifts. The re-investment of funds during the fall and the upward swing of the market since September also had an impact on these numbers.

### **Expenses:**

Expenses are about **\$4,790** higher than budgeted: \$444,896 actual vs. \$440,106 in the budget.

Fundraising expenses: **\$1,794** more than budgeted

- *Internal mailing* costs are about **\$2,704** under the budgeted amount (pledge: \$853, ABC: \$1,850). This may reflect minor discrepancies in the timing of receipt and payment for new 2011 bills.
- *Prospect mailing* costs are about **\$2,668** more than the budgeted amount. \$858 represents the lower than expected printing costs. \$2,071 represents higher than expected costs for mailing list rentals. \$1,380 represents postage and mailing costs that were higher than expected.
- *Misc, fundraising costs* are approximately **\$2,259** over budget. This reflects the need to re-print Monarch letterhead and envelopes which are used to acknowledge donations.

Program expenses: **\$4,914** more than budgeted

- *Grants Program* expenses are **\$11,580** over budget. General support and NWTRCC grants are **\$12,740** over budget. Emergency grants are **\$500** under budget. Multi-year grants are **\$4,000** over budget. Technical assistance grants include a \$2,649 payment for *Grassroots Grants* which were part of 2010 grantmaking. Accessibility grants are **\$3,000** under budget.
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- *General and Administrative* expenses are \$2,682 less than budgeted.

Accounting fees are over budget by \$2,475. This reflects the fact that the 2010 audit is the beginning of a more complicated process of auditing under the new standards.

Consultant costs are \$1,600 less than budget.

Travel expenses are \$2,117 less than budget.

- *Personnel* expenses are \$1,293 more than budgeted.

*Personnel costs* (excluding health insurance) are \$1,293 over budget. This reflects a pension plan match that is \$2,288 more than budgeted due to the fact that Ravi is full-time at a higher salary than Christy, who was part-time. Salaries, taxes and staff development costs are \$995 under budget.

*Health insurance* costs are \$59 over budget.



**RESIST, Inc.**  
**Statement of Financial Position**  
**June 30, 2011 and 2010**

**A**

	<u>2011</u>	<u>2010</u>
<b>ASSETS</b>		
<b>CURRENT ASSETS:</b>		
Cash	\$60,630	\$46,124
Investments	738,328	387,220
Grants Receivable, Current	0	0
Prepaid Expenses, Inventory and Other Current Assets	12,107	10,333
Total Current Assets	<u>811,065</u>	<u>443,677</u>
Property and Equipment, Net	<u>3,772</u>	<u>1,406</u>
<b>OTHER ASSETS</b>		
Grants Receivable, Long-Term	0	0
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
Total Assets	<u><u>\$817,067</u></u>	<u><u>\$447,313</u></u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Grants Payable	\$92,000	\$54,000
Accounts Payable and Accrued Expenses	4,393	2,530
Accrued Payroll and Related Costs	8,797	8,899
Total Liabilities	<u>105,190</u>	<u>65,429</u>
<b>NET ASSETS</b>		
Net Assets, Beginning of Year	841,947	540,473
Change in Net Assets	<u>(130,070)</u>	<u>(158,590)</u>
Net Assets, End of Period	<u>711,877</u>	<u>381,883</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$817,067</u></u>	<u><u>\$447,312</u></u>



**RESIST, Inc.**  
**Statement of Activities - Short Form**  
**Year to Date as of June 30, 2011**

**B**

	<u>YTD ACTUAL</u> <u>June 30</u>	<u>YTD BUDGET</u> <u>June 30</u>	<u>+/-</u> <u>BUDGET</u>	<u>ANNUAL</u> <u>BUDGET</u>
<b>SUPPORT AND REVENUES</b>				
Internal Mailings	\$171,713	\$138,660	\$33,053	\$376,000
Prospecting	29,156	25,040	4,116	68,000
Special Contributions	95,235	48,660	46,575	308,075
Special Event Income	0	0	0	5,000
Misc. Revenue	815	713	102	2,200
Investment Income	2,050	2,975	(925)	5,500
Realized Gain (Loss)	3,941	550	3,391	1,000
Unrealized Gain (Loss)	11,916	10,000	1,916	30,000
<b>Total Support and Revenue</b>	<u><b>314,826</b></u>	<u><b>226,598</b></u>	<u><b>88,228</b></u>	<u><b>795,775</b></u>
<b>Expense</b>				
<i>Fundraising</i>				
Internal Mailing Costs	19,086	21,790	(2,704)	43,600
Prospect Mailing Costs	31,868	29,200	2,668	60,850
Major Donor Costs	0	80	(80)	150
Special Event Costs	0	350	(350)	700
Misc. Fundraising Costs	6,150	3,890	2,260	5,950
<b>Total Fundraising Costs</b>	<u>57,104</u>	<u>55,310</u>	<u>1,794</u>	<u>111,250</u>
<i>Program</i>				
Grants Program	165,445	153,865	11,580	309,200
Communications Program	18,289	24,955	(6,666)	44,400
<b>Total Program Costs</b>	<u>183,734</u>	<u>178,820</u>	<u>4,914</u>	<u>353,600</u>
<i>Other</i>				
Personnel	149,472	148,178	1,294	301,629
General and Administrative	53,176	55,858	(2,682)	103,909
Board Expenses	1,410	1,940	(530)	3,250
<b>Total Other Costs</b>	<u>204,058</u>	<u>205,976</u>	<u>(1,918)</u>	<u>408,788</u>
<b>Total Expense</b>	<u>444,896</u>	<u>440,106</u>	<u>4,790</u>	<u>873,638</u>
<b>CHANGE IN NET ASSETS</b>	<b>(130,070)</b>	<b>(213,508)</b>	<b>83,438</b>	<b>(77,863)</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<u>841,947</u>			<u>841,947</u>
<b>NET ASSETS, END OF YEAR</b>	<u><u>\$711,877</u></u>			<u><u>\$764,084</u></u>
<i>Other Income/Expense</i>				
Ed Baker Bequest				\$30,000
Marianne Wells Bequest				\$25,000
Phil Schleimer Bequest				\$18,000
<b>Net Income (Loss)</b>				<u><u><b>\$837,084</b></u></u>



Resist R&R Committee Meeting  
8-1-11  
Present: Cynthia and Yafriesy

**Recruitment:**

| Yafriesy will update the google doc that lists the prospects for Board membership and bring to the Board meeting. We need more candidates and Y will ask the Board for more names.

*Recent outreach*

Antonieta Gimeno- not a good time for her right now - would be interested in future  
Amanda Torres - also not a good time right now, would be interested in the future  
Lina Paredes – Cynthia spoke with her and she is considering whether she has the time

*Upcoming outreach*

Srin Chakrovorty – Cynthia will contact  
Glen Magnapanty-Yafriesy will contact  
Naomi Jaffee- Yafriesy will contact  
Andres Castillo - Ragini will contact

**Current Board members to whom we will reach out regarding their participation:**

Sarath- Cynthia will contact re his plans  
Warren-Cynthia will contact re his plans  
Becca-Yafriesy will contact re timing of her departure from the Board

Next meeting: three year plan/  
RECRUITMENT!



**1. Financial Statements**

*(see accompanying statements and narrative)*

RESIST is still in great shape. Many of our colleagues are floundering in these times, but we seem to be doing really well. While, this might change at any moment in time, at this point we're ahead.

Right now we are \$83,438 ahead of where we expected to be.

The recent appeal to current donors is still bringing money in, but seems to be doing really well. Another reason why we are doing so well is that the folks that came in through prospecting last year are being re-solicited again this year and the response has been great so far.

Becca is interested in looking closer at the pledge numbers; she remembers pledges not doing well in the past couple of years. Yafreisy's memory is a bit different. Becca wonders if perhaps were' looking at different times of the year.

Robin will send out a report looking at the past three years in pledges broken into the first and last quarters of the year.

Becca and Jim inquired about the major donor line item and both Robin and Yafreisy clarified that all the shifting and reclassifying of folks into and out of the major donor line item had been completed and that this year was the start of looking at real actual major donors.

Therefore any new monies from that line item could be specifically tied to new campaigns. For example Ravi did a recent major donor mailing that brought in about \$5,000 to \$6,000 more.

Robin reported that Ravi, Meredith and she had been collaborating really well and that now more than ever Sage and QB were matching even more. And there is tighter scrutiny as well.

Becca asked why Nancy's Greenhouse's number looked so high in some of the direct mail expenses. Could it be that some of her invoices had not been broken out.

Yafreisy believes that could be part of it, but there is only once invoice that has come in that is not broken out, the invoice is for a little over \$6,000.

Becca, thinks that at this point we're paying Nancy the equivalent of a half-time staff and that we should think about our development staff as such, 1 and a ½ staff people. She reminds us that we have had ongoing conversations about reducing how much we use Nancy.

Robin thinks that it would be wise for us to continue using Nancy, her expertise in the area of direct mail is unmatched. When you look at dollars raised per dollar spent it makes sense to have someone like Nancy doing our direct mail.

Our colleagues at the Rosenfeld Fund called to talk about our direct mail and will actually start to now use her services as well.

Robin believes that in putting these numbers together and going over each line item with a fine tooth comb, there weren't any numbers that raised any set of questions that could not be answered and that there's good reason to believe that the Comm. has no reason to recommend any major budget changes to the board.



With that said and with how well we're doing and in trying to stay true to our goal of increasing program expenditure the committee would like to propose to the Board that we vote to increase the general support grants budget from \$303,000 to \$320,000. Basically we're adding \$17,000 more to the budget.

This would enable us to incorporate into the budget the overage we have from overspending in the last two cycles and also give us a couple thousand dollars more per cycle for the remaining three cycles for 2011.

## **2. IRS Audit**

The Massachusetts department of Revenue has scheduled an audit for August 9<sup>th</sup> stemming from when Melissa Carino filed for unemployment benefits. Meredith has compiled and organized most of the paperwork they have asked for. She has also prepped Robin and Yafreisy procedurally on what documents we should and should not give to them, and what questions to ask.

The financial implications are unknown at this point, but it is safe to suspect that when they find Catherine Joseph's records they are going to want to fine us.

It also seems that the MA Dept. of Revenue contacted the Federal Government and we received a letter notifying us of our recent change of filing for Melissa Carino.

Becca will report to the E.C. next week at their meeting.

Yafreisy will scan and send these letters to the E.C. as well.

## **3. Fundraising Reports**

Ravi was not able to attend the mtg. but sent fundraising reports to the comm. ahead of time. From what Robin could tell Prospecting numbers are on average doing well. Ravi has done some work on bringing back some lapsed donors.

Robin was able to look at the list that we mail out to and found that the Jobs with Justice lists were doing extraordinarily well. The returns were at 1% or higher, which means they are performing really well. Ravi will be looking closely at these lists in the next couple of weeks.

ABC is also doing well. Some of these donors are now classified as major donors, so these numbers truly reflect ABC donors.

Robin and Ravi have done lots of work looking at numbers and making sure they match in Sage and QB. Overall we are holding our own and doing well.

## **4. Budget Prep.**

Finance comm. needs to get the 3-year financial plans from Committees; Becca will bring this reminder to the Exec. comm.

The Finance Comm.'s timeline is as follows for the upcoming budget prep and ensuing annual budget:

September 2011- Start initial planning  
October 2011- After board mtg. get committee plans  
November 2011- Draft of budget  
December 2011- Present draft budget to board  
February 2012- Approve RESIST annual budget

Meeting adjourned.



## RESIST Finance Narrative

### January 1, 2011, to June 30, 2011

*Accompanies Statement of Net Assets and Statement of Activities*

#### BIG PICTURE

Our *net income* (income less expenses) for January 1, 2011, through June 30, 2011, was a *loss* of about **\$130,070**. RESIST's net income generally shows a loss during the first three quarters of each year. This is due to the fact that the majority of revenue is received in November and December while expenses are incurred through out the year. In our annual budget for this time period, we expected to have a net loss of **\$213,508** - which means that we are **\$83,438** ahead of where we expected to be at this time.

*Income* is higher than expected by **\$88,228**. *Expenses* are approximately **\$4,790** more than anticipated. This means we have a difference of approximately **\$83,438** between where we expected to be at this time and where we actually are.

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**A**

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**RESIST, Inc.**  
**Statement of Activities - Short Form**  
**Year to Date as of June 30, 2011**

**B**

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Phil Schleimer Bequest				\$18,000
<b>Net Income (Loss)</b>				<u>\$837,084</u>



**RESIST, Inc.**  
**Statement of Activities - Long Form**  
**Year to Date as of June 30, 2011**

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	June 30	June 30	BUDGET	BUDGET
<b>SUPPORT AND REVENUES</b>				
<b>Internal Mailings</b>				
Pledges	58,743	68,100	(9,357)	150,000
Newsletter	20,835	20,060	775	43,000
ABC/House mailings	92,136	50,500	41,636	183,000
<b>Total Internal Mailings</b>	171,714	138,660	33,054	376,000
<b>Prospecting</b>	29,156	25,040	4,116	68,000
<b>Special Contributions</b>				
Bequests	5,000	0	5,000	35,000
Board Fundraising	761	200	561	600
E-Fundraising	0	400	(400)	600
Employer Matching Grants	75	160	(85)	300
Foundations	30,000	0	30,000	5,000
Major Donors	57,800	41,000	16,800	250,000
Unsolicited	1,559	3,825	(2,266)	15,000
Baker Memorial Fund	0	250	(250)	1,000
Holmes Memorial Fund	0	0	0	75
Kurtz Memorial Fund	40	225	(185)	500
<b>Total Special Contributions</b>	95,235	46,060	49,175	308,075
<b>Special Event Income</b>				
House Parties	0	2,600	(2,600)	5,000
<b>Total Special Event Income</b>	0	2,600	(2,600)	5,000
<b>Misc. Revenue</b>				
Fiscal Sponsorship Fees	55	0	55	100
NWTRCC	415	350	65	1,500
Royalties	0	0	0	100
Merchandise Sales	345	363	(18)	1,000
Merchandise Expenses	0	0	0	(500)
<b>Total Other Revenue</b>	815	713	102	2,200
<b>Investment Income</b>				
Dividends and Interest	2,050	2,975	(925)	5,500
Realized Gain (Loss)	3,941	550	3,391	1,000
Unrealized Gain (Loss)	11,916	10,000	1,916	30,000
<b>Total Investment Income</b>	17,907	13,525	4,382	36,500
<b>Total Income</b>	<b>314,827</b>	<b>226,598</b>	<b>88,229</b>	<b>795,775</b>



**RESIST, Inc.**  
**Statement of Activities - Long Form**  
**Year to Date as of June 30, 2011**

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	June 30	June 30	BUDGET	BUDGET
<b>Expense</b>				
<b>Fundraising Costs</b>				
<b>Internal Mailing Costs</b>				
<b>Pledge Program</b>				
Printing	660	1,495	(835)	2,300
Postage	1,057	1,175	(118)	2,500
Mailhouse	1,240	1,315	(75)	2,700
Consultant	175	0	175	0
<b>Total Pledge Program</b>	<b>3,132</b>	<b>3,985</b>	<b>(853)</b>	<b>7,500</b>
<b>ABC/House Mailings</b>				
Printing	1,725	5,300	(3,575)	10,000
Postage	2,560	2,605	(45)	6,600
Mailhouse	1,733	4,500	(2,767)	7,000
Consultant	9,937	5,400	4,537	12,500
<b>Total ABC/House Mailings</b>	<b>15,955</b>	<b>17,805</b>	<b>(1,850)</b>	<b>36,100</b>
<b>Total Internal Mailing Costs</b>	<b>19,087</b>	<b>21,790</b>	<b>(2,703)</b>	<b>43,600</b>
<b>Prospect Mailing Costs</b>				
Printing	9,142	10,000	(858)	18,500
Postage	10,658	9,500	1,158	18,500
Mailhouse	3,922	3,700	222	10,000
Consultants	2,875	2,600	275	8,250
Photos and Graphics	350	550	(200)	1,100
List Rentals	4,921	2,850	2,071	4,500
<b>Total Prospect Mailing Costs</b>	<b>31,868</b>	<b>29,200</b>	<b>2,668</b>	<b>60,850</b>
<b>Major Donor Costs</b>				
Printing	0	0	0	75
Postage	0	0	0	75
<b>Total Major Donor Costs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>150</b>
<b>Special Events</b>				
House Parties	0	250	(250)	500
Printing	0	50	(50)	100
Postage	0	50	(50)	100
<b>Total Special Events</b>	<b>0</b>	<b>350</b>	<b>(350)</b>	<b>700</b>
<b>Misc. Fundraising Costs</b>				
Administrative Fees	53	60	(7)	200
Books and Subscriptions	1,659	1,750	(91)	2,000
Equipment Rental and Maintenance	83	60	23	150
Printing	2,471	450	2,021	750
Postage	1,733	1,120	613	1,750
Promo Merchandise	0	200	(200)	500
Supplies	36	0	36	100
Travel and Meetings	114	250	(136)	500
<b>Total Misc. Fundraising Costs</b>	<b>6,149</b>	<b>3,890</b>	<b>2,259</b>	<b>5,950</b>
<b>Total Fundraising Costs</b>	<b>57,104</b>	<b>55,230</b>	<b>1,874</b>	<b>111,250</b>



**RESIST, Inc.**  
**Statement of Activities - Long Form**  
**Year to Date as of June 30, 2011**

	YTD ACTUAL	YTD BUDGET	+/-	ANNUAL
	June 30	June 30	BUDGET	BUDGET
<b>Program Costs</b>				
<b>Communications Program</b>				
<b>Newsletter Costs</b>				
Printing	8,177	11,000	(2,823)	18,500
Postage	5,078	5,995	(917)	11,500
Mailhouse	3,810	4,590	(780)	8,500
Consultants	35	1,500	(1,465)	3,000
Photos and Graphics	125	265	(140)	400
<b>Total Newsletter Costs</b>	17,225	23,350	(6,125)	41,900
<b>Website &amp; Internet</b>	1,064	1,605	(541)	2,500
<b>Total Communications Program</b>	18,289	24,955	(6,666)	44,400
<b>Grants Program</b>				
<b>Grant Allocations</b>				
General Support Grants	127,500	115,500	12,000	221,000
Multi-Year Grants	32,000	28,000	4,000	60,000
Accessibility Grants	0	3,000	(3,000)	5,000
Emergency Grants	1,500	2,000	(500)	4,000
Technical Assistance Grants	4,149	2,500	1,649	6,500
NWTRCC Grants	1,140	400	740	1,000
Baker Memorial Grant	0	0	0	500
Cohen Memorial Grant	0	0	0	0
Holmes Memorial Grant	0	0	0	500
Kurtz Memorial Grant	0	0	0	500
Salzman Memorial Grant	0	0	0	4,000
<b>Total Grant Allocations</b>	166,289	151,400	14,889	303,000
<b>Equipment Rental</b>	1,284	1,350	(66)	2,700
<b>Library</b>	0	30	(30)	30
<b>Printing</b>	296	385	(89)	850
<b>Postage</b>	206	300	(94)	1,500
<b>Travel and Meetings</b>	0	400	(400)	1,120
<b>Supplies</b>	(2,631)	0	(2,631)	0
<b>Total Grants Program</b>	165,444	153,865	11,579	309,200
<b>Total Program Costs</b>	183,733	178,820	4,913	353,600
<b>Personnel</b>				
Employee Salaries	97,947	98,501	(554)	193,448
Payroll Taxes	9,552	9,802	(250)	19,296
Pension Plan Match	3,264	976	2,288	7,610
Health Insurance	38,709	38,650	59	80,000
Workers Compensation	0	0	0	775
Staff Development	0	250	(250)	500
<b>Total Personnel</b>	149,472	148,179	1,293	301,629
<b>General and Administrative</b>				
Advertising and Outreach	925	1,150	(225)	2,500
Books & Subscriptions	0	250	(250)	250
Depreciation and Amortization	0	0	0	2,000
<b>Dues, Fees and Fines</b>				
Bank & Credit Card Fees	2,556	2,100	456	5,500
Dues	0	0	0	200
Finance Charges	0	60	(60)	250



**RESIST, Inc.**  
**Statement of Activities - Long Form**  
**Year to Date as of June 30, 2011**

Late Fees	86	0	86	250
Total Dues, Fees and Fines	2,642	2,160	396	6,200
	<b>YTD ACTUAL</b>	<b>YTD BUDGET</b>	<b>+/-</b>	<b>ANNUAL</b>
	<b>June 30</b>	<b>June 30</b>	<b>BUDGET</b>	<b>BUDGET</b>
Equipment Rental & Maintenance	989	1,340	(351)	2,200
Filing Fees - State	3,748	3,350	398	3,800
Insurance				
Director and Officers	0	0	0	2,400
Liability	(130)	750	(880)	750
Property	1,022	1,022	0	1,000
Total Insurance	892	1,772	(880)	4,150
Minor Office Equipment	607	600	7	2,000
Occupancy expenses				
Rent	22,040	22,090	(50)	44,865
Repairs and Maintenance	0	0	0	250
Utilities	1,204	925	279	3,800
Sub Lease (rent)	(9,550)	(9,086)	(464)	(18,486)
Sub Lease (utilities)	(128)	660	(788)	(1,520)
Total Occupancy expenses	13,566	14,589	(1,023)	28,909
Printing & Copying	437	333	104	400
Postage, Shipping, Delivery				
US Post Office	434	460	(26)	900
Postage Due/BRE Costs	2,819	3,170	(351)	4,250
Total Postage, Shipping, Delivery	3,253	3,630	(377)	5,150
Professional Fees				
Accounting	18,375	15,900	2,475	24,000
Brokerage fees	838	450	388	1,500
Consultant	3,103	4,703	(1,600)	5,500
Temporary Help	0	0	0	5,000
Total Professional Fees	22,316	21,053	1,263	36,000
Supplies	2,308	2,077	231	3,800
Telephone	1,213	1,155	58	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	0	250	(250)	500
Meals & Food	283	150	133	300
Travel	0	2,000	(2,000)	3,000
Total Travel & Meeting Expenses	283	2,400	(2,117)	3,800
Total General and Administrative	53,179	55,859	(2,766)	103,909
Board Expense				
Postage	25	22	3	50
Travel	900	1,370	(470)	2,500
Food	484	548	(64)	700
Total Board Expense	1,409	1,940	(531)	3,250
Total Expense	444,897	440,028	4,869	873,638
Net Ordinary Income	(130,070)	(213,430)	83,446	(77,863)
Total Increase (Decrease) in Net Assets	(130,070)		83,446	(77,863)
Net Assets, Beginning of Year	841,947			841,947



**RESIST, Inc.**  
**Statement of Activities - Long Form**  
**Year to Date as of June 30, 2011**

Late Fees	86	0	86	250
Total Dues, Fees and Fines	2,642	2,160	396	6,200
	<b>YTD ACTUAL</b>	<b>YTD BUDGET</b>	<b>+/-</b>	<b>ANNUAL</b>
	<b>June 30</b>	<b>June 30</b>	<b>BUDGET</b>	<b>BUDGET</b>
Equipment Rental & Maintenance	989	1,340	(351)	2,200
Filing Fees - State	3,748	3,350	398	3,800
Insurance				
Director and Officers	0	0	0	2,400
Liability	(130)	750	(880)	750
Property	1,022	1,022	0	1,000
Total Insurance	892	1,772	(880)	4,150
Minor Office Equipment	607	600	7	2,000
Occupancy expenses				
Rent	22,040	22,090	(50)	44,865
Repairs and Maintenance	0	0	0	250
Utilities	1,204	925	279	3,800
Sub Lease (rent)	(9,550)	(9,086)	(464)	(18,486)
Sub Lease (utilities)	(128)	660	(788)	(1,520)
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Consultant	3,103	4,703	(1,600)	5,500
Temporary Help	0	0	0	5,000
Total Professional Fees	22,316	21,053	1,263	36,000
Supplies	2,308	2,077	231	3,800
Telephone	1,213	1,155	58	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	0	250	(250)	500
Meals & Food	283	150	133	300
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Total Travel & Meeting Expenses	283	2,400	(2,117)	3,800
Total General and Administrative	53,179	55,859	(2,766)	103,909
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Total Board Expense	1,409	1,940	(531)	3,250
Total Expense	444,897	440,028	4,783	873,638
Net Ordinary Income	(130,070)	(213,430)	83,446	(77,863)
Total Increase (Decrease) in Net Assets	(130,070)		83,446	(77,863)
Net Assets, Beginning of Year	841,947			841,947
Net Assets, End of Period	711,877			764,084



# Solicitation Report

## 2011 Prospect Mailing

<u>List Name</u>	<u>Mail Qty</u>	<u># of Gifts</u>	<u>Income</u>	<u>% Resp</u>	<u>Ave. Gift</u>
Alliance for Global Justice	1,568	13	\$625.00	0.83%	\$48.08
Alliance for Global Justice T	1,568	20	\$565.00	1.28%	\$28.25
Center for Victims of Torture	3,335	16	\$487.00	0.48%	\$30.44
Center for Victims of Torture T	3,335	18	\$435.00	0.54%	\$24.17
Davis-Putter	604	2	\$30.00	0.33%	\$15.00
Davis-Putter T	604	1	\$20.00	0.17%	\$20.00
Grassroots International	1,441	22	\$890.00	1.53%	\$40.45
Grassroots International T	1,441	21	\$575.00	1.46%	\$27.38
Hightower Lowdown	2,225	26	\$817.00	1.17%	\$31.42
Hightower Lowdown T	2,225	11	\$280.00	0.49%	\$25.45
Human Rights Watch	3,667	19	\$432.00	0.52%	\$22.74
Human Rights Watch T	3,667	13	\$377.20	0.35%	\$29.02
In These Times	3,501	35	\$949.81	1.00%	\$27.14
In These Times T	3,501	44	\$1,210.00	1.26%	\$27.50
Jobs With Justice	581	8	\$330.00	1.38%	\$41.25
Jobs With Justice T	581	4	\$120.00	0.69%	\$30.00
Madre	1,779	14	\$376.02	0.79%	\$26.86
Madre T	1,779	13	\$309.00	0.73%	\$23.77
Multis	2,866	30	\$650.00	1.05%	\$21.67
Multis T	2,866	26	\$801.00	0.91%	\$30.81
United Farm Workers	4,900	59	\$1,548.15	1.20%	\$26.24
United Farm Workers T	4,900	69	\$1,478.55	1.41%	\$21.43
United for a Fair Economy	420	7	\$285.00	1.67%	\$40.71
United for a Fair Economy T	420	3	\$110.00	0.71%	\$36.67
Wellstone Action	3,838	29	\$800.00	0.76%	\$27.59
Wellstone Action T	3,838	23	\$570.00	0.60%	\$24.78
Progressive Populist	2,039	32	\$1,787.00	1.57%	\$55.84
Progressive Populist T	2,039	29	\$900.00	1.42%	\$31.03
Prospect 2011 Unknown		76	\$4,338.96		\$57.09
<b>Total Outside Lists</b>	<b>65,528</b>	<b>683</b>	<b>\$22,096.69</b>	<b>1.04%</b>	<b>\$32.35</b>
Lapsed Donors	981	79	\$1,933.86	8.05%	\$24.48
Lapsed Donors - T	981	46	\$1,364.10	4.69%	\$29.65
<b>Total Lapsed Donors</b>	<b>1,962</b>	<b>125</b>	<b>\$3,297.96</b>	<b>6.37%</b>	<b>\$26.38</b>
<b>TOTAL</b>	<b>67,490</b>	<b>808</b>	<b>\$25,394.65</b>	<b>1.20%</b>	<b>\$31.43</b>



List	Mail Qty	# of Gifts	Income	% Resp	Avg. Gift
<u>2010 Renewal Mailing (10R4)</u>					
10R4-02		108	\$3,243.00		\$30.03
10R4-03		13	\$1,825.00		\$140.38
10R4-04		107	\$4,776.00		\$44.64
10R4-05		29	\$4,538.00		\$156.48
10R4-06		30	\$934.00		\$31.13
10R4-07		6	\$1,604.51		\$267.42
10R4-08		7	\$340.00		\$48.57
10R4-09		20	\$5,490.00		\$274.50
Unknown		116	\$14,300.00		\$123.28
<b>Total 2010 10R4 Renewal Mailing</b>		<b>436</b>	<b>\$37,050.51</b>		<b>\$84.98</b>
<u>2010 EOY Renewal Mailing (10R5)</u>					
10R5-02		134	\$3,951.37		\$29.49
10R5-03		21	\$2,605.00		\$124.05
10R5-04		82	\$3,417.15		\$41.67
10R5-05		19	\$3,160.00		\$166.32
10R5-06		33	\$1,107.00		\$33.55
10R5-07		4	\$400.00		\$100.00
10R5-08		7	\$465.00		\$66.43
10R5-09		11	\$21,900.00		\$1,990.91
Unknown		145	\$65,664.37		\$452.86
<b>Total 2010 10R5 Renewal Mailing</b>		<b>456</b>	<b>\$102,669.89</b>		<b>\$225.15</b>
<b>Total 10R4 &amp; 10R5 2010 Renewal Mailings</b>		<b>892</b>	<b>\$139,720.40</b>		<b>\$156.64</b>
<u>March 2011 Renewal Mailing</u>					
Newly Acquired Donors	664	28	\$1,146.00	4.22%	\$40.93
2010 Small Donors	2,609	227	\$8,328.00	8.70%	\$36.69
2010 Medium Donors	445	30	\$4,535.00	6.74%	\$151.17
2009 Small Donors	1,369	46	\$1,480.00	3.36%	\$32.17
2009 Medium Donors	171	9	\$995.00	5.26%	\$110.56
2008 Small Donors	1,061	15	\$412.00	1.41%	\$27.47
2008 Medium & Major Donors	151	6	\$215.00	3.97%	\$35.83
2007 Medium & Major Donors	325	5	\$152.25	1.54%	\$30.45
Lapsed Major Donors (since 2009)	217	11	\$14,875.00	5.07%	\$1,352.27
Unknown		213	\$44,384.22		\$208.38
<b>Total March 2011 Renewal Mailing</b>	<b>7,012</b>	<b>590</b>	<b>\$76,522.47</b>	<b>8.41%</b>	<b>\$129.70</b>
<u>June 2011 Renewal Mailing</u>					
Newly Acquired Donors	328	5	\$300.00	1.52%	\$60.00
2011 Small Donors	832	46	\$1,490.00	5.53%	\$32.39
2011 Medium Donors	133	11	\$1,315.00	8.27%	\$119.55
2010 Small Donors	2,436	55	\$1,668.00	2.26%	\$30.33
2010 Medium Donors	383	8	\$1,230.00	2.09%	\$153.75
2009 Small Donors	1,244	7	\$1,182.00	0.56%	\$168.86
2009 Medium Donors	158	1	\$150.00	0.63%	\$150.00
2008 Small Donors	989	4	\$150.00	0.40%	\$37.50
2008 Medium & Major Donors	120	1	\$450.00	0.83%	\$450.00
2007 Medium & Major Donors	341	0	\$0.00	0.00%	
Lapsed Major Donors (since 2009)	195	1	\$50.00	0.51%	\$50.00
Unknown	0	24	\$6,628.00		\$276.17
<b>Total June 2011 Renewal Mailing</b>	<b>7,159</b>	<b>163</b>	<b>\$14,613.00</b>	<b>2.28%</b>	<b>\$89.65</b>
<b>Total 2011 Renewal Mailings</b>	<b>14,171</b>	<b>753</b>	<b>\$91,135.47</b>	<b>5.31%</b>	<b>\$121.03</b>



**Subject:** Re: Fundraising Committee reminder: this Friday 6:30 -7:30 pm

**From:** diana digges <dldigges@yahoo.com>

**Date:** 7/29/2011 7:19 PM

**To:** "ravi@resistinc.org" <ravi@resistinc.org>, Jennifer Bonardi <jbonardi@hotmail.com>, Jean Entine <jeanentine@igc.org>, Kay Mathew <kaymathew@juno.com>, Ravi Khanna <ravikhanna@igc.org>

Hello People,

Ravi and I had a great conversation/meeting tonight. I wish others had been able to join us (or at least notify us, ahem, of their absence! It was, after all, a Friday night, and Ravi stayed late to "meet" with us. I know, Jean, you told Ravi you couldn't come.)

His reports are self-explanatory, so we didn't spend much time on them. We talked about "the next generation" of Resisters -- how we reach them. One idea was a meeting in New York with boomers+, whose kids/grandkids (?) might be drawn into the fold. We loved Jen's movie night and SoJust ideas -- what a great way to introduce new people to a great organization. I offered to host a breakfast or brunch with Cape Cod donors (who are, by definition, "old" -- maybe with offspring or offspring of offspring?) I'll do the next pledge letter and will brainstorm with Jen W about Resource Generation and other avenues for reaching younger folks.

Donor news at Resist is good -- and we're lucky to have such an experienced director in Ravi -- but we really do need to think about how to grow the pledge base, which is shrinking, and how to reach out to younger people. Any thoughts are welcome!

Enjoy the August board meeting, folks -- I'll be thinking of you, somewhat nostalgically, truth be told...

Diana

---

**From:** Ravi Khanna <ravi@resistinc.org>

**To:** Diana Digges <dldigges@yahoo.com>; Jennifer Bonardi <jbonardi@hotmail.com>; Jean Entine <jeanentine@igc.org>; Kay Mathew <kaymathew@juno.com>; Ravi Khanna <ravikhanna@igc.org>

**Sent:** Wednesday, July 27, 2011 3:04 PM

**Subject:** Fundraising Committee reminder: this Friday 6:30 -7:30 pm

Hi Folks,

Here is the call-in information for our meeting on Friday the 29th at 6:30 pm. We can use this number for all our calls.

Conference Dial-in Number: (209) 647-1000

Participant Access Code: 1051024#

Attached are the copies of reports I sent earlier, as well as some new ones:

Direct Mail: Acquisition Mailings a) November 2010 Mailing

b) March 2011 Mailing

Renewal Mailings December 2010 and March & June 2011

Financial Reports: Draft Financial Report (Jan. - June, 2011)



Narrative for the Financial Report (there is a section on revenue)

Draft Agenda

- Update on Mailings
- Review Income Reports
- Update on Events
- Update on Communications Director Hiring
- Workshop for Resource Generation Conference
- Report for Board Meeting
- Anything else?

Talk with you all soon!

Ravi

Ravi Khanna  
Director of Development  
RESIST, Inc.  
259 Elm Street, Suite 201  
Somerville, MA 02144  
617.623.5110

RESIST, Inc: Funding Social Change Since 1967



## Grant Committees Discussions Schedule

Note: These presentations are different from the running list of briefings that the board has charged the grant comm. with putting together. Instead these are presentations of grant discussion items that have come up consistently, and would be helpful to have a cohesive and shared framework going forward.

### **October 2011 Board Mtg.: (presenter's Robin and Yafreisy)**

Broad presentation of how we think about grant-making

### **December 2011 Board Mtg.: (presenter's Robin and Jim)**

How to do an analysis of a grant applicant's budget

- How to read one
- What to look for
- Deficit/Surplus
- Income Streams

### **February 2012 Board Mtg.: (presenter's Becca, Camilo, and Greg)**

How to interpret an organization's reproductive rights/abortion positions

- CCHD's role
- Does work crossover with reproductive health concerns?
- Broader than abortion

### **April 2012 Board Mtg.: (presenter's Robin and Yafreisy, and Miabi)**

The role of geography in grant awards

- Access to funds
- Rural vs. urban
- How we think about diversity based on geography



**Grant Comm. Meeting**  
**8.3.11**  
**Present: Greg, Miabi, Robin, Yafreisy**

**1. Introductions**

Committee members Miabi and Greg introduced each other and talked about their work and connection to RESIST. Welcome Greg!

**2. Grants work division/Comm. Role**

Yafreisy updated Greg on the grants program division of work between her and Robin. They both agree that the division of work has been pretty smooth. Robin thinks one of the ways that we can keep the committee in the loop about the transition is to give them report backs on our regions and work at each meeting.

Now that weeding is no longer a part of the work for the committee, the committee's new or re-emphasized role has more theoretical and practical aspects.

**3. Parking lot issues**

The committee looked at all the issues Yafreisy found from previous comm. meeting minutes, agenda's and board minutes.

Starting in September Yafreisy will clean up the list and edit it down. Robin thinks it would be good to take a poll of 3-4 of the grant policies/decision that come up the most and, do recaps for the board (pick them in September and have a discussion at the Oct. mtg). And then make a schedule of the rest.

Miabi thinks that with the new recruiting efforts, it would be great to get this going-the timing is perfect.

One of the parking lot items is to look at our giving (granting) by geography. We have not done this in dept in a while. Robin and Yafreisy will work on it this year starting in November. Then the comm. will present it to the Board at the December Board Mtg. Folks agree it makes sense to present at the December mtg. as we have our eyes toward the next year and as budget figures are being presented.

**4. 6 Month Work Plans/3-Year Financial Plan**

Miabi reported back from the most recent executive committee mtg. about Committees developing a 6-month work plan. The executive comm. will be talking about this at the upcoming board mtg. to help committees understand better what is expected of them. They will be showing what the communications comm. did when they came up with their 6-month work plan or list of priorities as an example of what comm. can do.

The grant comm. will be putting their 6-month work plan together in September/October.

The finance comm. is also asking comm. to develop a 3-year financial outlook for their specific pieces of work. Robin thinks the grant comm. pretty much already has their 6-month work plan in place with all the parking lot issues we need to tackle. She also, thinks that it's safe to say that our financial outlook will involve increasing our grant award.



Yafreisy will put some things together for the committee's upcoming work in September and October around the work plan and 3-year financial plan.

Robin reported back to the Comm. the proposal that is going forward at the next Sunday's board mtg. to increase the grants budget by \$17,000 in order to absorb the board approved grants over-spending we've had in the past grant cycles and also to provide a couple extra thousand dollars more for the remaining cycles.

Yafreisy talked about this being in line with our institutional goals of raising our grant expenditure to 60% of our total budget.

**5. Upcoming Grant Comm. Meetings.**

The committee will be meeting in September, October and November given the aforementioned tasks that need to be completed.

**September 22<sup>nd</sup> @ 11:15am**

**October 20<sup>th</sup> @ 11:15am**

**November 15<sup>th</sup> (time TBA)**

Miabi asked how many folks are on the comm., she thinks we need more members. The comm. talked briefly about community folks. Miabi thinks the work of the comm. might need folks who are on the board and can make connections between our actual grant-making and the discussions.

Yafreisy mentioned that recruitment efforts are still going on and that the R&R Comm. will have a report for Sunday's board mtg.

Meeting Adjourned.



- **Board Training/Reminders about Grant Program Standards**

Short e-mail blurbs on aspects of grantmaking: create list and prioritize.

- organizing vs. service
- geographic demographics
- accessibility grants
- white ally groups
- faith-based groups
- peace and justice centers/center-based organizations
- reproductive rights/abortion positions
- lobbying/legislative groups
- media/arts, including publications and events
- budget analysis
- seed money

- **New Grant Initiative**

Implementation of \$4,000 grant awards as voted by Board at October meeting

- additional \$30,000 per year for five years from Ed Baker bequest
- any changes in funding standards to propose

- **Parking Lot**

Look at Giving Patterns: Geography, Category, Outreach (including via internet)

- **Issues raised during grantmaking:**

- How can RESIST's money make change in the best way?
- What are the ways in which receipt of CCHD money undermines social justice movement building?
- More discussion about alternative methods/styles of organizing in communities of color
- What exactly does the current health care overall do and how could single-payer health care improve on these changes?

- Will be a huge cycle next time. The committee is mindful of how many new board members there are, so we would like to take various issues, and show how we got to a certain decision – such as funding peace and justice centers, our structure for funding Media groups. The RR committee can then take them further. I'm hoping we can do 6 different aspects to build on today's discussions.

- **Board Training/Reminders about Grant Program Standards**

The Committee had decided previously to send out short e-mail blurbs on various aspects of grantmaking that seemed to arise at Board meetings. There are three topics the Committee will look at first:

1. *How to do an analysis of a grant applicant's budget*

how do people look at issues;  
what raises red flags;  
impact of a surplus or deficit;  
what are majority of expenditures,



what kind of income streams;  
other key issues that scan budget for.

*2. How to interpret an organization's reproductive rights/abortion positions*

New CCHD requirements;  
does the work actually crossover with reproductive health concerns;  
different ways organizations approach issue;  
do groups understand it is broader than abortion  
language from the "yes, but" letter;  
sample language from groups themselves;  
bring the NL issue re: organizational approaches to reproductive rights;;  
NARAL and under-resourced groups- why RESIST some times gives them a break

*3. The role of geography in grant awards*

effect of culture/religion in an area,  
population density,  
geographic spread;  
access to funds;  
what level of a break to give- based on current analysis

Additional Areas to discuss

- seed money
- organizing vs. service
- white ally groups
- accessibility grants
- faith-based groups
- peace and justice centers/center-based organizations
- lobbying/legislative groups
- media/arts, including: publications and events



## **Staff Meeting Minutes**

June 22, 2011

Present: Yafreisy, Robin, Ravi, Christy (minutes)

### **CHECK-INS**

#### **DEVELOPMENT COMMITTEE**

Will meet tonight from 6 to 8 pm here at the office. Ravi's providing dinner. They're planning to have a bigger picture conversation tonight. Robin and Ravi looked at a bunch of numbers, and the committee tonight will start talking about a 5-year plan, especially in light of our upcoming 50th anniversary.

Ravi and Robin fixed a glitch in the reporting of pledge gifts in Sage.

And we got a \$10,000 gift – \$7,000 of which was expected but the \$3,000 extra we think is in response to the nuclear crisis email we sent out.

We got an email on Monday from a former donor who's putting us in her will. She has indicated that it will probably be a couple hundred thousand dollars (she's in her 40's). She's also putting us in her TIAA-CREF stuff. She lives in LA and is mostly funding local stuff right now.

Something Ravi has been thinking about is an endowment. A lot of our donor base is aging. He wants to start the conversation and see where people are at. There might be a pocket over the next 10 or 20 years when we get a lot of bequests. Robin thinks there are things we can do to spread out the money without actually creating an endowment. It's what makes us so unique. Robin thinks it's wise to have the conversation about what to do if there's suddenly a lot of money, and we all agree. Christy added that having a conversation around our shared values around endowments, etc would be great.

#### **GRANTS COMMITTEE**

Yafreisy will start reaching out to a few non-Board folks, that staff suggested, who might be interested in serving on the Grants Committee.

Robin sent a list of all August grant applicants out to the Board to give people a sneak preview and to ask for any possible references. There are a total of 46 grant applications for the August cycle.

Both Y and R are doing a lot of data entry this week and next.

Someone from the Center for Popular Economics called Yafreisy last week to ask about some of our grantees attending their trainings. They'd like us to fund grantees to attend their trainings. Their training starts July 23 or 24. Robin and Yafreisy are thinking to offer 2 or 3 slots to our



grantees – paid for via TA grants. And Robin would love to do an email for the Western States Center training to our western grantees.

At 1:30 pm today, Christy will do a staff training today about how to use our email broadcast system. Then Robin and Yafreisy can decide whether to use that system to send out emails about these trainings or just pull emails out of Grant-o-Matic and send regular emails using Thunderbird.

The new system of dividing the grants regionally is starting to work very well! We are excited!

#### **FINANCE COMMITTEE**

Finances are going really well. The committee hasn't met yet, Robin is the new point person for that committee and will coordinate with Meredith and Becca on upcoming meetings. Jim has kindly offered that if no one else will step up to be treasurer, he will take that on again. We're still \$83,000 ahead of where we expected to be, which is extraordinary (and we still haven't gotten the returns from the house ABC mailing, which is just going out now).

Robin hates charitable registration. We have the new version of Quickbooks ready to put on three of our computers.

Robin is going to update the financial info page on our website by the end of the week or bear the brunt of our wrath.

The Foundation Center does not have our updated 990 for some reason. She is going to follow up on this.

#### **COMMUNICATIONS COMMITTEE**

We haven't met. Liz Loeb, a former classmate of Becca's and Miabi's and one of the founders of FIERCE, will be joining the committee.

#### **EXECUTIVE COMMITTEE**

The committee hasn't met yet, but Ravi will try to set up a meeting soon for about two weeks before the August Board meeting.

#### **R & R COMMITTEE**

The committee hasn't met yet but needs to. Robin talked with Sarath and he is looking to come back to Board work. Nelson and Greg need to be followed-up on.

#### **HIRING COMMITTEE**

The committee met by phone on Friday. They amended the job description to add one line (which we will talk about). We'll look at internal candidates first and then post the job. They will be talking with Miabi next week on June 28.



Christy wonders what the reasoning is for delaying posting the job. Why not just post the job now, and still move forward with interviewing Miabi?

We're pretty sure Miabi can't start a full-time job until December or January.

For future hiring, it would be good to have a standard set of guidelines around how to work well with internal candidates.

Ravi will talk with the hiring committee about changing the events coordination addition to the Communications Director job description to read "Collaborate with other staff on..." instead of "Take the lead on..."

### **CHRISTY'S TRANSITION**

Nick is working on writing the intro piece for the July-August Newsletter today and will bring it in tomorrow. Woot! He selected a bunch of old NL articles we can excerpt for this issue, and Christy has found some great art for us to use. Robin will look over the articles Nick has found to weigh in on what jumps out for her.

Christy will get the edited material and art to Paul Normandia before she leaves on her vacation. She'll also print labels and get the postage check request to Yafreisy before leaving.

Robin can solicit for the September-October Newsletter. Christy will talk with her about that issue. Christy will contact Marc Miller's friend through Marc about possibly editing that issue.

Before leaving for vacation next week, Christy will leave a timeline for the summer, a vendor list that includes passwords and a list of critical things that need to happen. Christy will be an employee of RESIST through September 1.

Christy will contact the Personnel Committee about setting up her exit interview this summer.

### **OFFICE ITEMS**

Shred-It is coming on Monday. They'll give us one hour's notice of when they'll be here, and we'll have to move things out to the curb for them.

Our new shredder doesn't work. The Fellowes repair person is coming this week.

We have a new IT person. He seems great. He told us that our backup tapes are not actually big enough to backup all our data. He will explore to see if there are larger tapes we can get or if we should switch to offsite (cloud) backup.

Ravi wants to look into getting faster internet service for the office. He will look into Fios and cable and get back to us, and we may switch ISPs as well.



Robin wonders if Nick might be willing to work on synchronizing our grantee photos on the server.

Yafreisy will be changing our credit card info with vendors. She will cancel the APlus account after 2 PM today (leaving Christy a chance to do one more backup of old files).

Yafreisy's going to do a supply order today. She'll order new headsets. Robin's going to do the research on headsets.

Jeanette wants to intern for an entire year and will be coming in September.

### **SCHEDULES**

Robin will be out for a week in August to help care for her dad after his major heart surgery. She'll be out the week of July 4.

Ravi will take off the third week of July, and he make take Fridays off during the time that his father-in-law is visiting.

Yafreisy will be around but will have a couple days with interrupted schedules over the coming few weeks, dealing with Isaac's school stuff.

### **NEXT STAFF MEETING**

**Staff lunch to celebrate Ravi's birthday (6/28) and Christy's last week next Wednesday, June 29, at 12:30 pm.**

Wednesday, July 13 from 10 am to 12 pm – Yafreisy takes minutes and facilitates

Wednesday, July 27 from 10 am to 12 pm – Ravi takes minutes and facilitates